

Summary of Changes in the PSEA 2017-2020 Collective Bargaining Agreement

This simplified summary is provided only for convenience reference. For any questions, please refer to the exact wording of the collective bargaining agreement.

Leave:

| ARTICLE | CHANGE |
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| 14.01 | The leave year is January 1 to December 31, consistent with prior Letter of Agreement (LOA) |
| 14.01(F) | Mandatory leave usage prorated for periods members are not in pay status |
| 14.05 | Business leave is allowed for union business conducted outside the member's normally scheduled workday. |
| 14.06(E) | For Airport Police & Fire Officers (APFOs): Admin. Leave authorized to allow an APFO 8-hours of rest before scheduled training. |

Pay and Workweek:

| ARTICLE | CHANGE |
|----------------|--|
| 15.2(A) | Pay Increments P, Q, and R now require three years of creditable service before receiving the increment. The final increment is Step R. Members currently above Step R will receive the 6% COLA in 15.2(A) and their current step but will not be allowed to move to any additional steps. |
| 15.2(B) | Wages increased by 6% effective July 1, 2017 |
| 15.4 | Three new Geographic Differential rates consistent with prior LOAs: Ambler (60%), Kiana (60%), Togiak (50%) |
| 15.9(D) | Telephonic court appearances qualify for Recall pay |
| 15.10 | Responding to emails and text messages now qualify for the 30 minutes of telephone pay, subject to limitations |
| 15.13 | For Wildlife Troopers on flex schedules: Workweek no longer necessarily limited to five-day period. RDOs no longer limited to two days. Seniority is considered when selecting schedules and RDOs. |
| 15.18 | Designated APFO Training Officers will receive the one-range pay increase, but are no longer entitled to Instructor Premium Pay. |
| 15.28 & Art. 9 | APFO Workweek: The workweek is now defined as Monday at 6:00 am to Monday at 6:00 am. An 8-hour training day counts as the RIF (8-hour day) in an APFO's schedule, per Article 9. RDO Premium Pay of time-and-a-half is now in the contract for APFOs. The parties will bargain flex schedules and master Alternate Workweek Agreements (AWW) for APFOs. |
| 15.29 | Members will receive creditable state service for voluntary "demotions" outside the job class series. |

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| 12.03/04 | Those Troopers working the 168 hour (2 weeks on x 2 weeks off) period are not eligible for Rural Relocation Offset and Rural Duty Extension Incentive Pay. |
| 13 | Employer-provided housing: Clarifies rental base formula is not automatically adjusted with the member's COLAs |
| 17 | Paychecks are timely if postmarked by payday. Union agrees to mandatory direct deposit if the state eliminates mailed paychecks |

Work Rules (not affecting pay):

| ARTICLE | CHANGE |
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| 7 | Copies of discipline may be delivered to the union by email |
| 7.02 | EE and union notified of third-party complaints within two working days, or two days upon returning to duty, rather than two calendar days. Complaints do not require a signed statement |
| 8.04 | Prison transport: Management will make reasonable efforts for an 8-hour rest period for assignments lasting longer than 12 hours |
| 10 | Grievances: Grievance filings may be delivered or timelines waived by email. Deadline to appeal an arbitration decision is 90 days |
| 15.16 | Members will be assigned 8-hour rest period per 24-hour period for those on Sea Duty, when practicable. |
| 11.07 | APFOs: Management will try to honor previously approved vacation, but those transferring to a new shift at the same duty station may have their previously approved leave canceled and cannot cancel the leave of those less senior and already on the new shift |
| 12.02 | For employer-provided housing: Management will include photos with the requests for bids |
| 12.03 | The trooper fixed period (rural) assignment, and opportunities for transfer upon completion of the assignment, are reworked. Please refer to 12.03 in the contract. |
| 16 | Holidays: Requests to float a holiday will not be unreasonably denied |
| 19.02 | Members now have 30 days to write a performance evaluation rebuttal |
| 20 | Parties will agree as to field gear provided to Deputy Fire Marshals |
| 21 | Contract now provides terms for union's use of state email addresses |

Benefits & Health:

| ARTICLE | CHANGE |
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| 22 | Health Insurance: Employer's contribution is \$1,555 per eligible member per month (calculated by weighted average from other health plans plus an additional contribution) starting July 1, 2017. Parties will bargain contribution levels in future fiscal years. In order to do so, requirements for exchanging information with the PSEA Health Trust are detailed. |
| 23(A) | Clarifies that APFOs can be required to undergo an employer-paid yearly physical examination |
| 23(A) | Clarifies that follow-up treatments and examinations recommended by physician outside the scope of the employer's fitness for duty assessment are to be submitted to insurance, not paid by the department |
| 23(E) | The Labor Management Committee on drug testing is still on hold. |